



**YOUR LIFE IS A BLENDING OF THE CHOICES YOU MAKE.
TO IMPROVE YOUR LIFE, IMPROVE HOW YOU MAKE CHOICES.
TAKE TIME FOR CONSCIOUS DECISIONS BASED ON GOOD VALUES,
LONGTERM RESULTS, LOVING MOTIVES & STAYING TRUE TO YOUR HEART.**

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Find all the materials at:

[HTTP://TINYURL.COM/PJMYGK5](http://tinyurl.com/pjmygk5)

Strength Based Career Decision Making for Young Adults

Kathy Eidsmoe
keidsmoe@cesa1.k12.wi.us
Educational Consultant
Cooperative Educational Service Agency #1
262-787-9500 x 9560

Don Schutt, Ph.D., NCC, LPC
don.schutt@wisc.edu
Senior Director, Talent Management
Office of Human Resources
University of Wisconsin-Madison
<http://www.jobs.wisc.edu/>
608-262-7106

Passion, Planning, Perseverance

Homer Hickam

Picking career titles is like
picking apples.

Build a work personality instead!

Looking Back to Plan Forward

What did you love to do when
you were a kid?

Why?

2. The Appreciative Interview

Please Choose Q1. or Q2. or Q3.

1. Let's begin by talking about a time when you felt most happy – a time when you were having fun and doing a great job. Describe the situation.

2. There are often times in our lives when we feel particularly energized and positive. Looking at all your life experiences, can you recall a peak work or learning experience when you felt most alive, most involved, or most excited?

3. Let's talk for a moment about the things that you value deeply – specifically, the aspects you value about yourself and what you value in your home, school or work environment

And Q4.

If you had three wishes for your career, what would they be?
Please list three things in order of priority.

Wish One:

Wish Two:

Wish Three:

Then complete the "Summary Sheet"

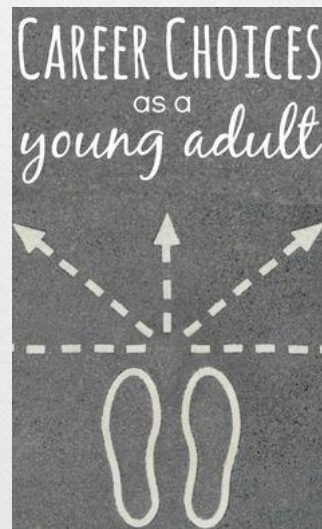
Summary Sheet

1. What did you hear the person describing in the interview as her or his life-giving forces?
2. Identify three to five major themes or patterns that emerged from the interview?
3. What were the most quotable quotes that came from your conversation?
4. Please summarize what you heard, felt, or saw as the interviewee's strengths.

How do we want your students to
be successful when they are 30?

How do your students want to
be successful when they are 30?

People often look for a destination
rather than how they want to be
where ever they go.



Goal of the Strength-Based Process

- Create an action plan that honors our strengths and articulates our hopes for our future.

Keys

- Finding the seeds of excellence on which to build
- Creating images of excellence in hopes that the individual moves toward those images
- It is about changing our pictures of ourselves and creating new images
- Reflecting as a means of utilizing the past to project toward a positive future

re · flec · tion (r-flkshn)

1. The act of reflecting or the state of being reflected.
2. Mental concentration; careful consideration.
3. A thought or an opinion resulting from such consideration

Defining Our Work

- Please define “career”
- What is “career development?”

Career

The “totality of work – paid and unpaid – one does in his/her lifetime”

National Career Development Association Web site,

<http://www.ncda.org/pdf/Policy.pdf>

Career Development

“The total constellation of psychological, sociological, educational, physical, economic, and chance factors that combine to influence the nature and significance of work in the total lifespan of any given individual”

National Career Development Association Web site,
<http://www.ncda.org/pdf/Policy.pdf>

Central Concerns of Positive Psychology

- Positive emotions
 - Contentment with the past, happiness in the present, and hope for the future
- Positive individual traits
 - Study of strengths and virtues
- Positive institutions.
 - Strengths that foster better communities

Quick Nod to **Positive Psychology...**

- The scientific study of the strengths and virtues that enable individuals and communities to thrive
- Founded on the belief that people want..
 - To lead meaningful and fulfilling lives,
 - To cultivate what is best within themselves, and
 - To enhance their experiences of love, work, and play.

Supporting Theories

- Appreciative Inquiry – Don Schutt
- Career Construction – Mark Savickas
- Happenstance Career Theory – John Krumboltz
- Now, Discover Your Strengths - Buckingham, Marcus and Clifton, Donald O.

Appreciative Inquiry Core Processes

Don Schutt, UW-Madison

- Instead of focusing on deficits...
- Seeks what is going right and builds on those strengths
- Discussion and verbal exploration helps to create new images...
- New images lead to new actions and behaviors

<http://www.cte.dpi.wi.gov/files/cte/ppt/appinq.ppt>

Happenstance Career Theory

John Krumboltz

- Indecision is desirable and sensible, as it allows the opportunity for clients to benefit from unplanned events.
- Several factors have been highlighted as being helpful in career management,
- These attributes and tasks enable you to turn chance encounters and occurrences into career opportunities.

Careers NZ, <http://www.careers.govt.nz/educators-practitioners/career-practice/career-theory-models/krumboltzs-theory/>

Career Construction

Mark Savickas

Strength-Based Approach

Now, Discover Your Strengths

- This approach looks at a client's life as a "novel being written"
- It emphasizes recurring themes that reveal how the client uses work to advance his or her life projects.

- We become experts in our weaknesses and spend our lives trying to repair these flaws, while our strengths lie dormant and neglected.
- Reveals how they can be translated into personal and career success.
- Help you learn how to focus and perfect these themes.

APA

<http://www.apa.org/pubs/videos/4310737.aspx>

[Amazon Book Description Link](#)

Life-Giving Forces

Distinctive strengths that give you life and vitality when functioning at your best

Modified from: Watkins & Mohr, 2001, p. 75

Elements or experiences within your past and/or present that represent your strengths when operating at your very best

Could be a single moment in time or any aspect that contributes to your highest points and most valued experiences or characteristics

Modified from: Cooperrider, Whitney & Stavros, 2005, p. 418

The Approach

- All systems have untapped, rich stories
- Some approaches identify “fixes” or deficits that need to be overcome
- Seeks that which is going right and builds on those strengths
- Language seen as a powerful source for creating social reality
- Conversations continually create new images that lead to new actions and behaviors

Comparison to Problem Focus

Problem Solving

- What to fix
- Underlying grammar = problem, symptoms, causes, solutions, action plan, intervention
- Breaks things into pieces & specialties, guaranteeing fragmented responses
- Slow! Takes a lot of positive emotion to make real change.
- Assumes organizations are constellations of problems to be overcome

Strength-Based/AI

- What to grow
- New grammar of the true, good, better, possible
- “Problem focus” implies that there is an ideal. AI breaks open the box of what the ideal is first.
- Expands vision of preferred future. Creates new energy fast.
- Assumes organizations are sources of infinite capacity and imagination

Life-Giving Forces

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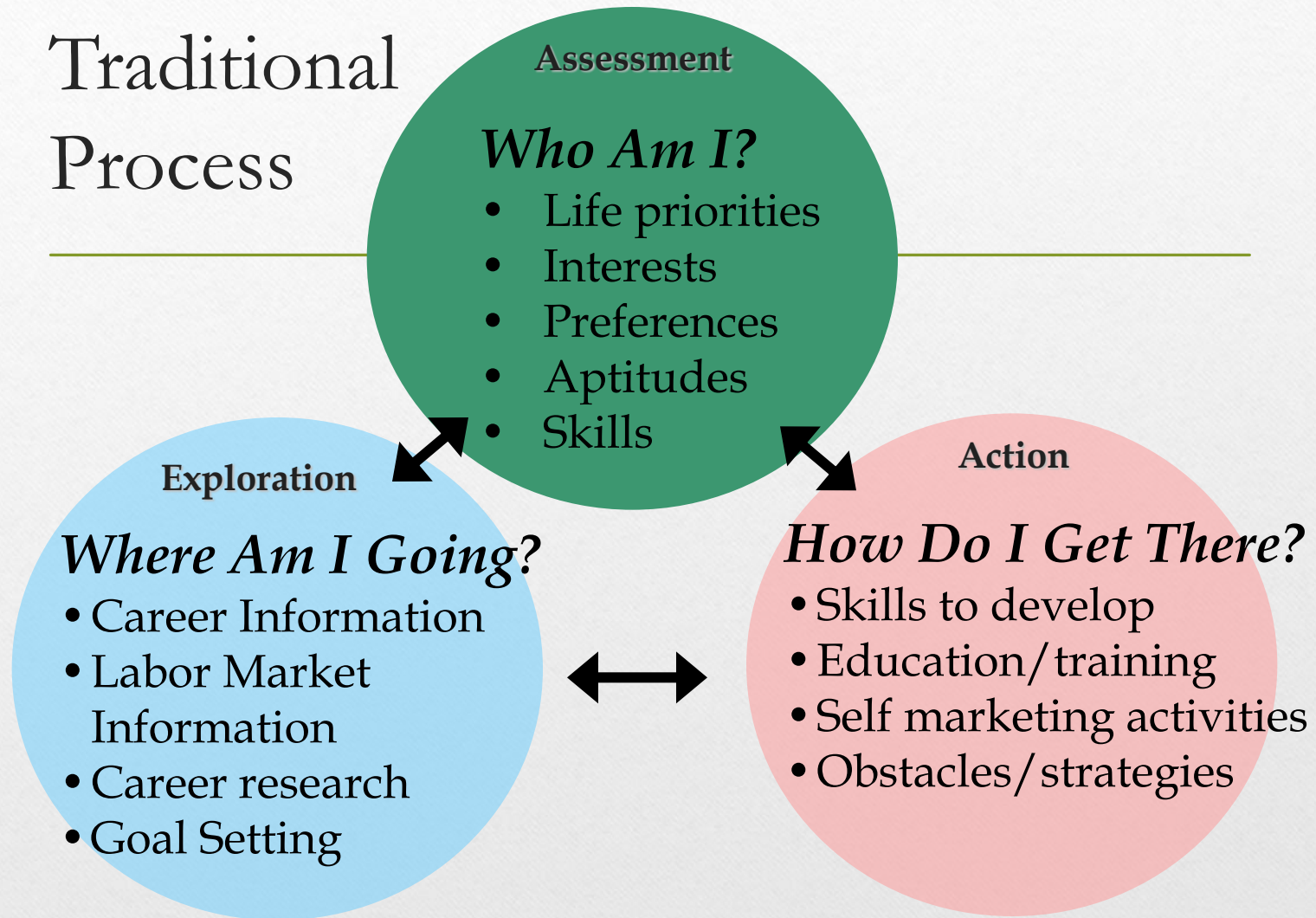
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In Other Words...

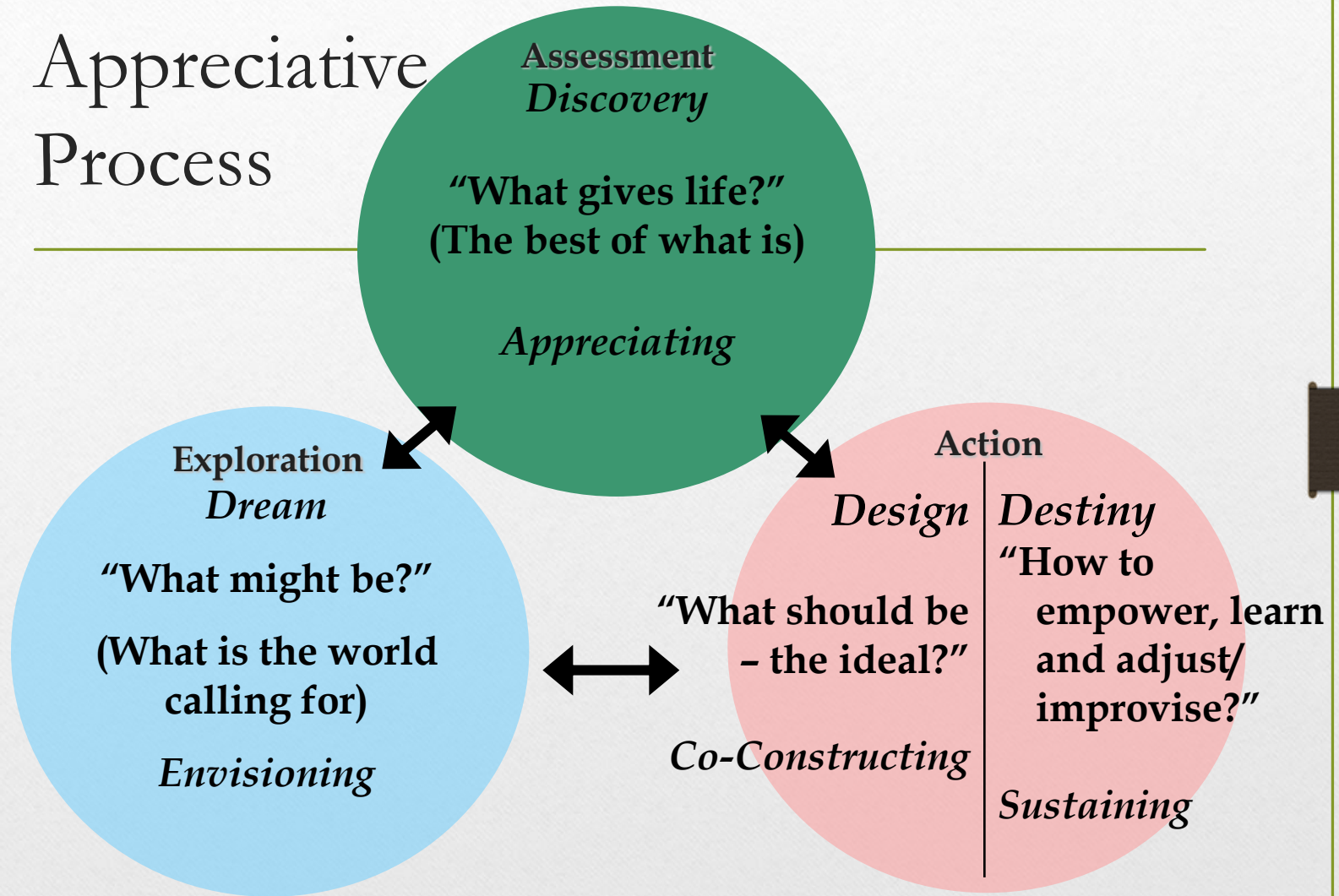
Capitalize on your
strengths and manage
around your
weaknesses.



Traditional Process



Appreciative Process



Applying Appreciative Inquiry Strength-Based Career Decision Making

1. Reframing Using Reflection
2. The Appreciative Interview
3. Classroom Activities

Reframing Using Reflection

- Identify and think about one decision you recently made.
- + Can be done quickly
- + Is relatively easy
- + Models the behavior

5 STEPS TO MAKING GOOD

DECISIONS



1 Identify the decision to be made.
What goals or end results do you want?

2 List your options.

Identify all the possible options and get more information.



3 Study your options.

What are the advantages and disadvantages of each option?



4 Select the best solution.

Choose the best solution and carry out the decision.



5 Evaluate your decision.

Did you decide carefully?
Are you proud of your choice?

Work Personality Assessments

Summary

Summary Sheet

1. What did you hear the person describing in the interview as her or his life-giving forces?
2. Identify three to five major themes or patterns that emerged from the interview?
3. What were the most quotable quotes that came from your conversation?
4. Please summarize what you heard, felt, or saw as the interviewee's strengths.



Work Personality Assessments Summary

Student Name:

Career Clusters

What were your 3 highest scoring Career Clusters and what were the scores?

Career Cluster Name

Score

Tools & Techniques of the Trade

- Advice to Self
- What drives you to do what you do
- Holland's
- Looking Back to Plan Forward
- Motivation for Working
- Passion, Planning, Perseverance
- Work Personality Assessments Summary
- Career Cluster List
- Career Cluster Pen/Pencil
- Career Cluster Web Site and Online Assessment
- ONet Your Next Move
- Sentence Stem Journal Idea

3. Classroom Activities: Looking Back to Plan Forward

Looking Back in Order to Plan Forward

Look back on your childhood. Go back as far as you can remember. Start where you first remember and proceed to the present. Think of the things that you remember being especially fun, fascinating, or those things that motivated you to learn more. Now make a quick list of those events or ideas. Don't think too long as you do it. The key is quickness and recording the first things that come to mind. Record your answers in the "activities, events & ideas" side of the table. Once you fill out the "events" side move to the why side. In each space explain why the event was so memorable and important to you.



Activities, Events & Ideas	Why? ^{catch register}
1 playing store	I thought the cups they used were cool
2 fishing	catching fish gives me the feeling of achievement
3 playing w/ barbies	I got to be someone who I'm not/ change up
4 playing w/ food	I always thought food was fun to eat and serve to ppl
5 animals	animals relax me
6 swimming	fun to do with friends (games)
7 watch doctor shows	I show a lot of interest in medical field
8 going to my cabin	very relaxing
9 playing with younger kids	I am natural with kids
10 "backyard" sports	got to hang out with new kids
11 barbie.com	dressing up online was cool/ I loved fashion
12 family events (cousins holidays)	I am very close with family
13 girls day w/ mom & sister	my mom & I always have a blast
14 boating	it gives me a thrill
15 makeup/ nails	doing makeup to nails is a natural

My Strengths and Growth Areas

Curriculum Areas	
✓	All subjects
	Art/Music
	Business/Marketing
	Computer Science
	Family/Consumer Education
	Health/Physical Education
	Language/Communication Arts
	Mathematics
	Natural Resources/Agriculture
	Science
	Social Studies/Economics
	Technical Education

Grade Level													
K	1	2	3	4	5	6	7	8	9	10	11	12	13+
							✓	✓	✓				

Activity Type	
✓	Individual
	Small Group
	Whole Class
	Outside of Class

Resource Type	
	Books/Workbooks
	Computers
	Community/Businesses
	Faculty/Staff
	Games
	Internet
	Parents
	Videos

Time (minutes)	
In-Class Time	60
Out-of-Class Time	60

INTRODUCTION

Students, working individually, will write a two-page essay describing several of their strengths and “growth areas” (weaknesses) and present their essays to the rest of the class.

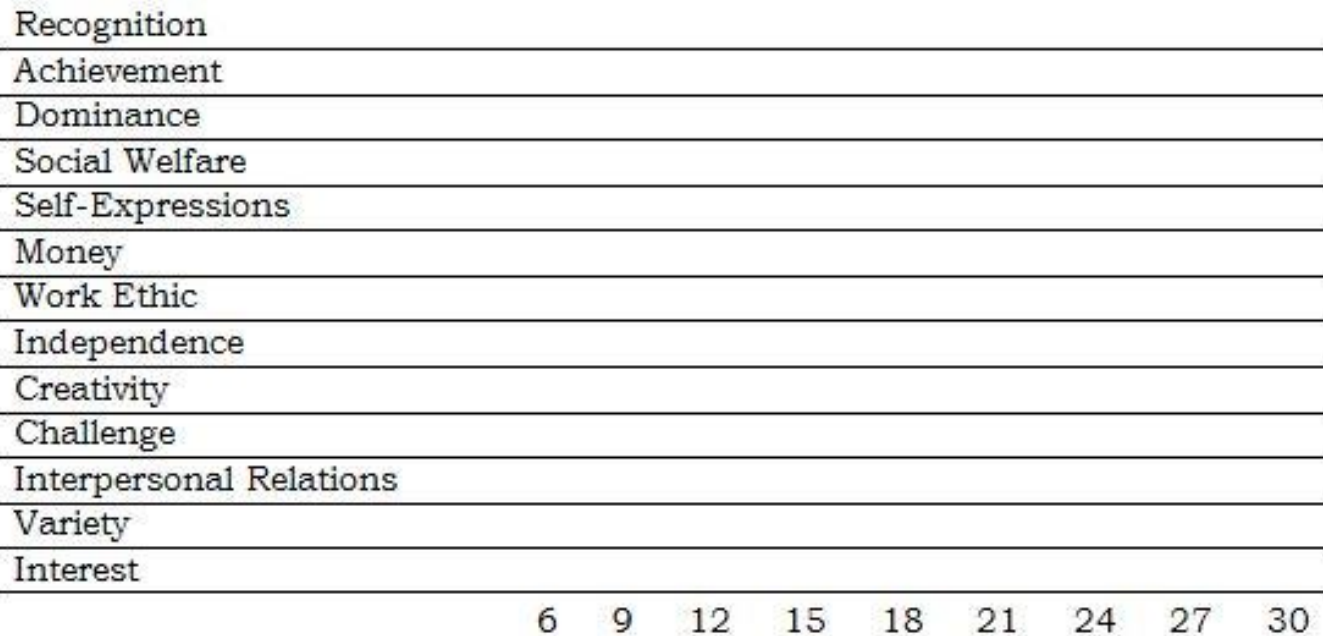
OBJECTIVE (student competency)

Students, working individually, will identify three strengths and two “growth areas” (weaknesses) and write a two-page essay describing those strengths and growth areas. Students will also be able to identify at least one specific idea for improving on one of their growth areas.

Work Values

Your Motivation for Working

Directions: Go back to each section and add up your score for each category. Then plot your scores on the graph below. Connect the marks you make with a line to show your profile.



Hollands/RAISEC

Tried and True

Large Amount of Career Info Correlated to It

Social (Helpers)

People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.

Are you?

friendly
helpful
idealistic
insightful
outgoing
understanding

cooperative
generous
responsible
forgiving
patient
kind

Can you?

teach/train others
express yourself clearly
lead a group discussion
mediate disputes
plan and supervise an activity
cooperate well with others

Like to?

work in groups
help people with problems
do volunteer work
work with young people
serve others

Career Possibilities (Holland Code):

City Manager (SEC)
Clinical Dietitian (SIE)
College/University Faculty (SEI)
Community Org. Director (SEA)
Consumer Affairs Director (SER)
Counselor/Therapist (SAE)

Historian (SEI)
Hospital Administrator (SER)
Psychologist (SEI)
Insurance Claims Examiner (SIE)
Librarian (SAI)
Medical Assistant (SCR)
Minister/Priest/Rabbi (SAI)
Paralegal (SCE)

Park Naturalist (SEI)
Physical Therapist (SIE)
Police Officer (SER)
Probation and Parole Officer (SEC)
Real Estate Appraiser (SCE)
Recreation Director (SER)
Registered Nurse (SIA)

Teacher (SAE)
Social Worker (SEA)
Speech Pathologist (SAI)
Vocational-Rehab. Counselor (SEC)
Volunteer Services Director (SEC)

Accomplishments by the Numbers

Curriculum Areas	
	All subjects
	Art/Music
✓	Business/Marketing
	Computer Science
	Family/Consumer Education
	Health/Physical Education
✓	Language/Communication Arts
✓	Mathematics
	Natural Resources/Agriculture
	Science
✓	Social Studies/Economics
	Technical Education

Grade Level														
K	1	2	3	4	5	6	7	8	9	10	11	12	13+	
										✓	✓	✓		

Activity Type	
✓	Individual
	Small Group
	Whole Class
	Outside of Class

Time (minutes)	
In-Class Time	60
Out-of-Class Time	0

Resource Type	
	Books/Workbooks
	Computers
	Community/Businesses
	Faculty/Staff
	Games
	Internet
	Parents
	Videos

INTRODUCTION

Students, working individually, will list at least three of the achievements they're most proud of and practice expressing and presenting those achievements using quantifiable terms.

OBJECTIVE (student competency)

Students, working individually, will be able to list at least three achievements they're proud of using quantifiable terms suitable for a resume. Students will also be able to share their achievements with the class.

MATERIALS AND PREPARATION

- Scratch paper
- Pencils or pens

The Missing Link

16 Career Clusters & 79 Pathways

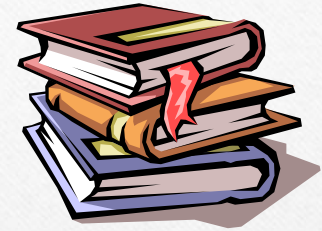
www.wicareerclusters.org

Onet – My Next Move; [http//www.mynextmove.org](http://www.mynextmove.org)

Building the Complete Picture

1. A strength-based career decision-making approach focuses on building the best things in life rather than on repairing the worst;
2. The questions we ask and the language we use creates an image that defines who we are and what we can do; change the image and we change the direction; and
3. By identifying the best of “what is” and possibilities of “what could be” cultivates a path to meaningful and fulfilling lives.

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